Meet the MILDEP

Lieutenant General Joseph L. Yakovac, Jr.
Military Deputy to the
Assistant Secretary of the Army for
Acquisition, Logistics and Technology

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Agenda

- ASAALT Strategic Goals
- NSPS
- Career Development
- AAC Transformation
- Leadership Development
  - Executive Leadership Program
  - Regionalization
- Army Lessons Learned Management System
- Way Ahead

ASAALT Strategic Goals

- Goal 1 - Develop and institutionalize a process that provides a single integrated view of life-cycle management.
- Goal 2 - Develop flexible acquisition, logistics and technology processes to field supportable capabilities quicker (systems and system-of-systems).
- Goal 3 - Shape an acquisition workforce poised to successfully meet the needs of the Army.
- Goal 4 - Build and cultivate strategic partnerships and outreach to provide better products to the Soldier.

National Security Personnel System (NSPS)

- NSPS regulations published on 1 Nov 2005
- NSPS draft implementing issuances published 22 Nov 2005
- Most of Army acquisition will enter NSPS as part of Spiral 1
  - ASC and ASAALT in Spiral 1.4, Oct 2007
  - AMC and its MSCs in Spiral 1.4, Oct 2007
- The Civilian Human Resource Agency will provide the necessary training
- Rest of Army acquisition, OCONUS and wage grades in Spiral 2
- AMC/RDECOM's Lab Demos in Spiral 3

Career Development

MILDEP'S OUTREACH CHALLENGE TO SUPERVISORS

- Actively recruit:
  - At least two applications for PM command
  - At least two applications for SSC/equivalent
  - At least two CDG applications
  - At least two applications for AETE
- Get involved in the Civilian Rotational Developmental Assignment Program in a formal way (contact your regional director)
- Institute full career counseling
  - Develop meaningful IDPs
  - Provide quality SRPEs
  - Develop employees for future leadership

Career Development Cont.

MILDEP CHALLENGE

- Develop multi-functional workforce to increase flexibility:
  - Must tackle functional stove-pipe career field culture.
  - Must instill civilian workforce with the expectation to cross train in at least two career fields.
  - Create incentives for multi-functional development through profiling job announcements, selections and promotions accordingly.
- Develop civilian leaders out of a “Select Few” throughout their Civilian Professional Life Cycle.
- Connect recruitment, career choices, educational investment and leader track participation with commitment to serve where and when needed.

AAC Transformation

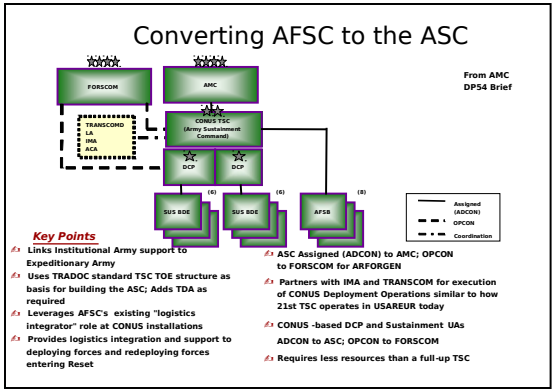
- Mission - The Army Acquisition Corps conducts Transformation in order to improve the Army acquisition core capabilities to develop flexible acquisition officers and civilian leaders, and to develop an expert, relevant and ready workforce.
- Why Transform
  - Changing strategic environment
    - New threats and continuing missions
  - Integrated joint warfare
    - Smaller forces packaged for joint operations
    - Flexibility
  - Changing nature of combat
    - Increasingly nonlinear, simultaneous
    - Continued increase in lethality
  - New technology
  - Nature of war remains constant; its ways and means are always changing
- MILDEP Intent
  - The AAC shall transform itself in accordance with the Chief of Staff of the Army's guidance — Transformation Road Map 2003.

Transformation Strategic Objectives

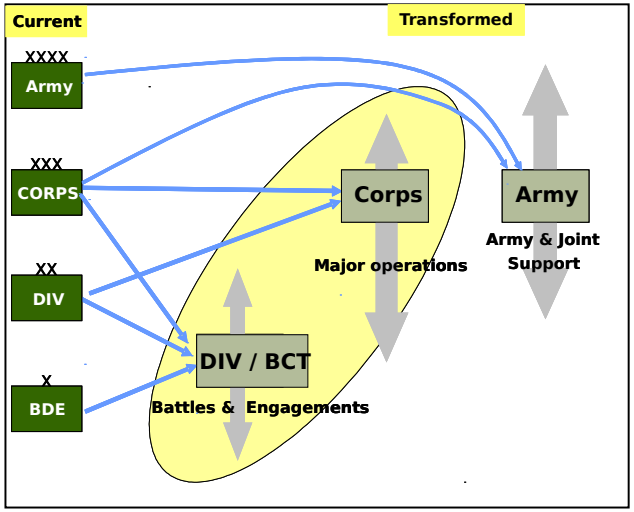
- Establish an Army ALT Core Capability
- Develop flexible well-rounded leaders prepared to lead as required
- Develop an expert, relevant and ready workforce

Support for the Modular Force Army.

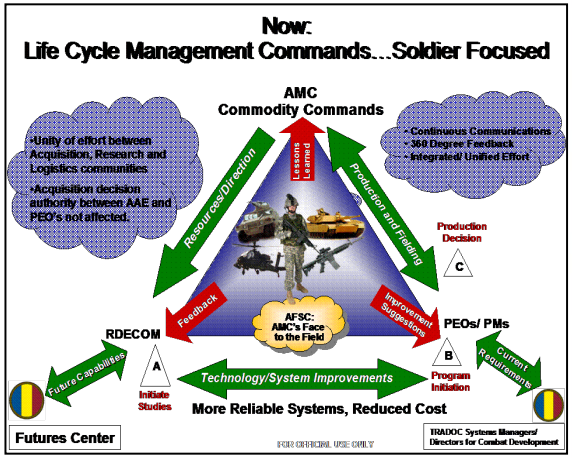
ASC


Converting AFSC to the ASC
From AMC DP54 Brief
FORSCOM
AMC
TRANSCOM LA IMA ACA
CONUS TSC (Army Sustainment Command)
DCP
DCP
SUS BDE
SUS BDE
AFSB
Assigned (ADCON)
OPCON
Coordination
Key Points
Links Institutional Army support to Expeditionary Army
Uses TRADOC standard TSC TOE structure as basis for building the ASC; Adds TDA as required
Leverages AFSC's existing "logistics integrator" role at CONUS installations
Provides logistics integration and support to deploying forces and redeploying forces entering Reset
ASC Assigned (ADCON) to AMC; OPCON to FORSCOM for ARFORGEN
Partners with IMA and TRANSCOM for execution of CONUS Deployment Operations similar to how 21st TSC operates in USAREUR today
CONUS -based DCP and Sustainment UAs ADCON to ASC; OPCON to FORSCOM
Requires less resources than a full-up TSC

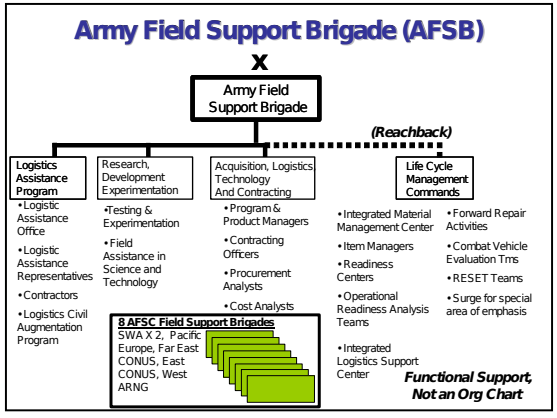
Modularity



LCMC



AFSB



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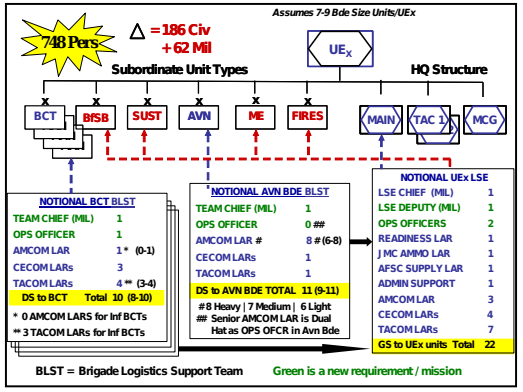

Transformation Way Ahead For FY06

- **Implement New Programs**
- **Reshape Military ALT Footprint**
  - Goal: Continue to increase Military Footprint from 33% to 55% in support of Program Management
  - Commitment: Continued Realignment to fill new AFSB design
  - Assist AMC with the AFSB Implementation Plan - Regional Realignment
  - Continued focus, energy and integration of Reserve component capabilities for holistic footprint
- **Revitalize Role of Workforce Leaders and Supervisory Personnel** (New Role as Frontline Change Agents)
  - Evaluate rating supervisors support to career management for feasibility to Transformation efforts
  - Establish and implement AAC SSC Graduate & Civilian PM Post-Utilization Program
  - Implement Pilot Program for civilian leader development at every level
  - Determine and establish consequences for not meeting acquisition certification requirements
  - Revitalize ACMAs as Change Agents and core members of Change Leadership Teams
- **Institutionalizing Change:**
  - Establish ALT Future Office for ALT Doctrine Development at TRADOC
  - Stand up new training courses for both civilian and military AAC members
  - Implement Uniformed Army Scientist and Engineer (UAS&E) program
  - Implement and evaluate Transformation Communications and Outreach Plan
  - Transform mindsets through continued Change Leadership Training
  - Develop resource savings through focused utilization of VTCs

However, Job 1 is Supporting our Deployed Forces!

Executive Leadership Program

- The mission of the Executive Leadership Program is to build intellectual capital and foster continuous learning opportunities for GOs/SESs in the AL&T communities through team-learning events, individual learning opportunities and opportunities for increased integration with the warfighter.
- Education of our acquisition professionals once they have achieved GO or SES level has not been emphasized and continuous learning should occur at all levels.

POC: Ms. Thomasine Coleman, ASC
thomasine.coleman@us.army.mil

Regionalization

- Regionalization is an acquisition officer management approach that allows for rotational assignments within a given region without incurring a PCS move.
- This Regionalization plan provides an opportunity to standardize the professional development of the AAC by allowing officers to grow into positions of increased responsibility while positively supporting the Global War on Terrorism, America's Homeland Security and the Army's Campaign Plan.

POC: MAJ Andrea Williams, ASC
andrea.williams@us.army.mil

Acquisition Lessons Learned Management System (ALLMS)

The mission of ALLMS is to provide connectivity among PEOs and their respective communities through information sharing to:

- Facilitate problem solving
- Facilitate acquisition-related research
- Capture knowledge that will otherwise be lost to attrition

This tool is underutilized.

You need to put into it, if you want something out of it.

POC: Ms. Betisa Brown, ASC
betisa.brown@us.army.mil

Way Ahead

- Keep supervisors engaged in workforce development
- Revitalize ACMAs
- NSPS Implementation
- Establish ALT Future office at TRADOC

QUESTIONS?